Tuesday, November 12, 2019 | 3pm ET/12pm PT

Shared Problem-Solving Discussion (6 of 6)
Connect directly with your peers to share a success or seek advice on what isn't working. This is also opportunity to collectively discuss topics/ issues members are focused on for 2019.

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Conversation starter from member-submitted topics:

Building a strong talent pipeline AND predictions for HR priorities in 2020

Who currently has a "talent pipeline program" in place?

When you think of a talent pipeline in the true sense you build passive talent for future needs. Who you want to work in the future for key positions you can't live without? Critical positions – have a talent pipeline of people you can tap into to fill a job much more quickly. Nurturing talent candidates, being more proactive in building relationships with talent candidates.

Also think about -
Talent Pools – organizing or segmenting candidates. Group and categorize talent.
Talent Communities – you want interaction and engagement – Facebook group or Slack channel.

To set the stage as we discuss Strategic Workforce Planning, Talent Pipelining, Building Talent Communities and Pools, the Whitepaper **"Connecting Talent to Value"** will be helpful. Talent is really the connection that drives everything.

The 5-step process of Connecting Talent to Value can allow you to:
1. Pinpoint the value in your company
2. Determine key roles that will act as value drivers
3. Infuse those roles with value
4. Connect real talent to those roles
5. Then coach the value into existence.

Roger Gaston, Gates Corporation –
We have identified 12 critical/key jobs they have identified they need to track the individuals who are the incumbents and second, focused on succession for those jobs should they become open.

Max Langenkamp, Cintas –
We do aspects of talent pipelining, just not in as formal. Our ATS allows us to mine candidates. For key positions, we are developing an apprenticeship program. Succession planning for other key roles. Also creating and implementing training and development programs. Worry about OFCCP compliance guidelines. Steering and the legal issues around this.   Interested in finding the right way going forward.

Top trends on the future of HR

- Talent acquisition panic
- AI as a partner not a threat
- Data insights continuing to evolve
- More pressure to become "agile"
- The role of culture in employer brand
- New focus on where work is being done
- Important to strong diversity and inclusion program
    - More to come

Hot topics

- Legal development of marijuana
- Challenge of pay transparency. Pay equity. Gender Gap.
- Culture of Accountability. Take ownership to resolve programs rather than push on to manager to resolve.
    - More to come

What are your predictions for HR or top priority for 2020???